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otherwise, this first survey of the field makes a substantial addition to the group of specialized studies of trade unionism made in recent years.

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European Regulations for the Prevention of Occupational Diseases. By DEPARTMENT OF LABOR, STATE OF NEW YORK. Special Bulletin No. 76, issued under the direction of the Industrial Commission. (Albany. March, 1916. Pp. 77.)

Twenty-three selected regulations from five European countries, are here published in full, covering certain metal poisonings, dusts, gases, fumes, vapors, infective materials, humidity in cotton factories, laundries, and compressed air. Most of them are from the British Factory and Workshop Orders. France, Germany, Austria, and The Netherlands are also cited. It is worth noting that the regulation from The Netherlands upon compressed air is much more specific and extensive than the standard bill advocated with varying success for two years by the American Association for Labor Legislation.

The selection is meant to include "the regulations of latest adoption for a number of industries, each of which is also represented in New York State." In 1913, New York (as also a number of other states) began the delegating of authority for framing specific rules and regulations for the conduct of particular industries to an industrial board or commission, thus quitting the old order of statutory regulations, the impracticability of which has long since been obvious. Hence the system of "administrative orders" characteristic of European countries comes about, to all intents and purposes, in American procedure.

Any prejudice against the citation of these European regulations under almost any pretext is unsound since a vast part of their past experiences are our present ones. A number of other works in English also include direct selections from such regulations; for example, Rambousek's *Industrial Poisoning*, Oliver's *Dangerous Trades*, and *Lead Poisoning*, and especially the bulletins of the United States Department of Labor; while practically all the most important have been published in the bulletins of the International Labor Office.

No one who studied many of these regulations with the idea of their application in this country, could but be convinced of the

great amount of experience that many of them represent and of the care spent in the preparation to make them practical. In the sections on "ventilation" and "temperature," drafted for the manufacture and decoration of pottery in Great Britain and issued in 1914, one is particularly impressed with the practical application to which our most modern researchers in this field have been put. The compilers of the New York bulletin under "white lead" might well have included the French decree of July 10, 1913, abolishing the use of white lead by painters, especially since a British report has recently advised similarly.

The American, however, must first accept the logic that the only cure for civilization is more civilization, hence more regulations and more specific ones and their enforcement, as population, congestion, and stress increase. Flaring examples of our lack are the Iroquois, Triangle, General Slocum, Eastland, and similar holocausts. In spite of these, we continue to hear industrial managers protest loudly against the "oppressive" laws and regulations of industry in this country. But with the non-prevention of these extreme disasters, one may only conjecture what the situation must be in the field of the more slowly progressive industrial hazards such as fatigue, ventilation, illumination, etc. The solution appears to be the "get-together" committees of employers, employees, and experts to draft suitable rules and regulations. An illustration is the New York Industrial Code, which to date has grown quite extensive and is a model for others.

Publicity given to foreign regulations such as these should be greatly extended, even to inclusion in trade and commercial journals, for by no more feasible method, probably, can industrial America come to heed and to compete with the great efficiency and economy of the systems abroad.

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NEW BOOKS

BARNETT, G. E. and McCABE, D. A. *Mediation, investigation, and arbitration of industrial disputes.* (New York: Longmans. \$1.25.)

BLOOMFIELD, M. and WILLITS, J. H., editors. *Personnel and employment problems in industrial management.* (Philadelphia: Am. Acad. Pol. & Soc. Science. 1916. Pp. viii, 236.)

BUTLER, C. V. *Domestic service. An enquiry by the Women's Industrial Council.* (London: Bell. 1916. Pp. 148. 1s. 3d.)